

**System and Method for Automated Resource  
Reduction Analysis**

**ABSTRACT**

A system and method that analyzes employee data and assists  
5 management with surplus determinations is used for automated  
resource reduction analysis. Areas within the organization are  
identified that include surplus resources. These areas are  
further identified to determine which skill groups have surplus  
skills. Skill groups can be broken down by level. A  
10 determination is made as to what decreases are desired for the  
identified skill groups and levels. Employees within the  
identified skill groups and levels are evaluated using common  
evaluation templates that set forth the expected skills  
employees should have for a given skill group and level. The  
15 evaluated employee records are sorted by the evaluations to  
determine the spectrum of skills within a particular skill group  
and level. The desired reduction percentage is then applied to  
the sorted records to identify surplus employees. These  
identified surplus employees are then reviewed using  
20 organizational surplus guidelines and applicable laws.